

INTRODUCTION:

Elaine Wood, CEO



37 years in Michigan's talent development system
2 years as a high school teacher
18 years as an elected community college trustee



- ▣ Who we are, what we do, and why
- ▣ Why we're different from other states
- ▣ How we are demand-driven
- ▣ Our performance
- ▣ Where we are now & where we're going in the future
- ▣ Key issues we face
- ▣ Recommendations

Who We Are

- ▣ Michigan's Talent Development system
- ▣ Led by local/regional private sector business reps - Workforce Development Boards
- ▣ A consolidation of many different federal funding streams into one integrated system
- ▣ Delivered through 25 Michigan Works! Agencies (MWAs)
 - Locally run & locally accountable makes us responsive, less bureaucratic, more flexible & creative
- ▣ Services through two main avenues
 - Business Services Teams (25 local/regional)
 - Michigan Works! Service Centers (100 one-stop centers)

Our Customers

- ▣ Our primary customer is the state's employers
 - Individual companies
 - Clusters or sectors
- ▣ We also serve the full spectrum of job seekers
 - Career or job changers
 - School to work
 - Unemployment to work
 - Welfare to work
 - All educational and socio-demographic backgrounds
 - Youth & adults

Services We Provide to Employers

- ▣ Assistance throughout the hiring process
 - Job postings on Pure Michigan Talent Connect
 - Candidate recruitment, screening & pre-interviewing
 - Referral of appropriate candidates
 - Testing if requested
- ▣ Training
 - On-the-job training
 - Incumbent worker training
 - Just-in-time customized training
 - Pipeline training for future workforce
- ▣ Business development services, information & referral
- ▣ Much more!

Services we Provide to Job Seekers

- ▣ Career & Skill Assessment
- ▣ Occupational information & research
- ▣ Education and training
- ▣ Networking and other job search processes
- ▣ Resumes, cover letters, applications
- ▣ Interviewing skills & practice
- ▣ Referrals to job postings
- ▣ Referrals to community services for basic needs
- ▣ Work experience and job coaching
- ▣ Much more!

How & Why We Are Different

- ▣ Other states have no consolidation
 - Separate state & local delivery systems for WIA, ES, Trade Act, welfare-to-work, etc.
 - Customer confusion & run-around
- ▣ Michigan's system
 - is more financially efficient;
 - is more customer friendly;
 - is more effective through linkages among programs;
 - makes better use of local private sector leaders;
 - far out-performs all other states.

We are Demand Driven

- ▣ Employers' needs drive all our services
- ▣ Limited resources = focus on highest market needs
- ▣ The better we serve the employer, the better we serve the job seeker
- ▣ Federal funding sources are designed primarily for supply-driven programs
- ▣ Michigan Works has turned that upside down
- ▣ All 25 MWAs have active Business Services teams

Michigan Works! Performance

- ❑ Michigan far surpasses all other states in
 - Number of business & individuals served
 - 17 federally required performance standards
 - Data available upon request
- ❑ Strongest talent development association in the nation (Michigan Works! Association)
- ❑ First state to establish one-stop centers through a national demonstration site
- ❑ First state to integrate funding streams (only 2 others have tried)
- ❑ Strongly held belief that Talent is a key factor in economic development

Other Local Roles We Play

- ❑ **Convener** of various groups with common interests
- ❑ Convener of employers with similar skill needs
- ❑ Facilitator of new training approaches
- ❑ Participate in human services collaboratives
- ❑ Key partner to K-12 education, career tech centers, and post-secondary education
- ❑ Key partner to local economic development groups, Chambers, regional MEDC staff, etc.

Recent Initiatives

- ❑ Adoption of Demand Driven definition & policy
- ❑ Formation of 9 Talent Districts statewide
 - Collaboration among MWAs
 - Focused on creating greater efficiencies
 - Funding "hubs" for WDA and MEDC special initiatives
- ❑ Greater emphasis on sharing of best practices among MWAs
- ❑ Opened our Michigan Works! Association to business group reps (MMA, SBANI)

Key Issues We Face

- ❑ **Adult Education** funding mechanism and delivery system is severely outdated
 - Should be overseen by Workforce Development Boards
 - Should be integrated with MWAs for full palette of services & efficiency of resources
- ❑ **Prisoner Reentry** program is disconnected
 - Employment-related services is one of two top services for success (other is housing)
- ❑ Our strengths (locally delivered & accountable) also make us vulnerable & easier for state agencies to side-step

Recommendations

- Strategic Training Fund as proposed by WDA
- Do not let the MW system get diluted ; instead -
 - use it for delivery of new programs & initiatives
 - augment federal resources with more flexible & policy-focused state resources
- Take advantage of the private sector leadership
- Influence federal lawmakers to
 - recognize the need for, and return on investment of, talent development activities
 - reauthorize Workforce Investment Act in a 21st century model

Thank You!

For more information
or follow-up:

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